

EMPOWERMENT OF WOMEN IN DELHI

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ABSTRACT

This research paper tries to know the ground picture of the empowerment of women in the day to day lives in Delhi. The present research has been conducted via primary data collection focusing on the true empowerment picture of women in the society. The socio-economic development of women in each family for the betterment of the generations and the nation is the primary agenda of women empowerment. The present research focuses on the development of the women despite being helped from the government of the nation for various aspects in order to get a clear frame of the condition of women in 2021. The research was conducted with the help of two surveys conducted in rural and urban areas respectively wherein, the interrogation focused regarding the education, income at workplaces, say in families, support by government policy initiatives, independency as a whole, the favorability of the implication of the 'Pink Tax' on the goods consumed by females and the income disparities faced by the women at workplaces while the rural women were also questioned about their ability to read and write their names. The conclusions drawn have considered the sample size of 440 responses from the women belonging to urban parts (220 Respondents) and rural parts (220 Respondents) of Delhi.

KEYWORDS: *Pink/Gender Tax, Reservations, Government Initiatives, Income Disparity*

Article History

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INTRODUCTION

The presence of gender inequality is most abruptly brought into the limelight by the phenomenon of “missing women”. The term was introduced by Amartya Sen in the article them (Sen, 1990) to highlight the fact that the proportion of women is lower than the expected ratio of females to males in the developing world considering the birth and mortality rate simultaneously. In Western countries, women's empowerment is more often associated with specific phases of the women's rights movement in history. This movement tends to be split into three waves, the first beginning in the 19th and early 20th century where suffrage was once a key feature. The second wave of the 1960s covered the sexual revolution and the role of women in society. The third wave of feminism is often seen as beginning in the 1990s. The UN Women coined the 7 Women Empowerment principles in order to empower the women everywhere, from community to workplace.

As per the reports published by (Niti Aayog, 2019), the Total Fertility Rate in India for the year 2019 is approximately 2.3 % followed by the Maternal Mortality Rate of 133 (deaths per 1 lakh live births). The Human Development Report (United Nations Development Programme, 2019) mentioned the Gender Inequality Index in 1995 was 0.65 whereas it was 0.48 in 2019.

Educations being the most powerful weapon in the world, changes have been noticed in the past years. An educated woman is the pillar of strength to the family because it builds the roots of health and well-being of the family members along with the independence to handle the family sole-handily. Education enables the women to grow as an individual as well as on an aggregate level. According to the (World Bank, 2019), 90 girls were enrolled in the school per 100 boys in 2001 whereas 102 girls were enrolled in the school per 100 boys in 2015-2016. Similarly, as mentioned in the HDR, (United Nations Development Programme, 2019), the expected years of schooling in 1990 was 6.4 years while in 2019 it rose to 12.6 years. The data published by (Niti Aayog, 2019) on the same subject stated that India ranked 60th for the Goal 4 “Quality Education” in 2019 with Delhi being at the 61st rank among the states. The government initiative ‘Sarva Shiksha Abhiyan’ introduced in 2001 which led to 20 million enrolments of children in primary schools in the year 2019 as stated in the (World Bank, 2019).

Employment is the basic building block for the ‘empowerment of women’ as a whole because an employed woman is independent for the financial needs which ultimately lead to an increased growth of women in the society. The females’ share of employment in senior and middle management was 13.7 % from 2009-2019 with India ranking 131st as mentioned in the HDR, (United Nations Development Programme, 2019). Similarly, the females’ share of employment in non-agriculture sector declined from 6.4 % in 1991 to 15.9 % in 2019. Numerous seats have been reserved solely for women in schools, colleges, parliamentary redresses as well as the local governments. The share of seats held by women in local government is 44.4 % and in parliament is 13.5 % as stated by the HDR, (United Nations Development Programme, 2019). Since 2013, women have leveraged \$25 Billion from commercial banks in order to meet their financial needs or to run their own businesses as mentioned in the (World Bank, 2019).

Since a coin has two sides, even after an upliftment of the employment status of women in the nation as a whole, there still persists a significant portion of unemployment in the darkness of the Enlighten nation. The Total Unemployment Rate (Female to Male Ratio) was found to be 0.97 as per the HDR, (United Nations Development Programme, 2019).

Youth is known as the pillar of growth to the economy and the future of the nation. The well-being and perseverance of both the preceding and succeeding generations lies in the hand of youth. The rate of unemployment in youth was 1.07 (Female to Male Ratio) as depicted in HDR, (United Nations Development Programme, 2019).

Although the economy is growing rapidly, a labor-intensive nation like India will always hold a proportion of human capital even after adapting the most efficient technological processes thereby denoting the labor of the nation as the essence of development. The labor force participation rate of females is 20.5 % as per the HDR, (United Nations Development Programme, 2019). However, the proportion of females in non-agricultural employment contribution is 76 %.

In the un-noticed but existing dark phase of the nation persists the chronic poverty levels that wrenches the heart of the development of the nation. Government had taken various measures to alleviate the poverty in the name of Poverty Eradication Programs such as Pradhan Mantri Jan Dhan Yojana (PMJDY), Pradhan Mantri Gramin Awaas Yojana (PMGAY), etc. in order to remove poverty from the grass root levels of the nation. India ranked 60th in SDG Report, (Niti Aayog, 2019) published by Niti Aayog in 2019 for Goal 1 “No Poverty”. The headcount percentage of population in Multi-Dimensional Poverty is 27.9 % and the Multi-Dimensional Poverty Index (MPI) stands at 0.123 % as depicted by the HDR, (United Nations Development Programme, 2019). Self Help Groups (SHGs) was an initiative taken by the National Bank of Agriculture and Rural Development (NABARD) in 1986 by Mohamed Yunus to wipe out poverty. Over the past 15 years, World Bank supported 45 million poor rural women via SHGs.

Equality among the genders not only uplifts the status of women but also leads to the increment in the rights of women to mold the future of the generations to come with respect to the male-biased patriarchy. The gender equality promotes the hand-in-hand development of the nation vis-à-vis empowered women. The contribution of females in Gender Development Index was 0.573 out of the total rate of 0.820 as per the HDR, (United Nations Development Programme, 2019).

For the first and foremost time, the Gender Tax/Pink Tax was brought in the eyes of public when 12-14 % G.S.T was levied on the purchase of Sanitary Napkins for women in 2018 while the contraceptives were considered to be a necessity and remained tax-free. Many extensive protests were initiated on the social platforms namely #lahukalagaan (tax on blood), #genderpricing, #AxThePinkTax. But Gender/Pink Tax has still gained a limited amount of awareness among the people.

Despite the endless efforts made by the policymakers in the Government, Gender Pay Gap still persists for women at workplace. The male favoritism still breaths in our economy. Men earn 19 % more as compared to women in India as depicted by the MSI, (Monster India & Paycheck, 2019). The median gross hourly salary for men was 46.19 higher than females. Approximately 47 % of females are more concerned with their families than their careers once they get married. However 46 % females drop their employment careers right after their maternity in order to look after the child.

In order to uplift the status of women in the decision making in the families and policy making in the economy, government has taken an enormous step towards it in the name of reservations. Providing women with an equal opportunity as that of men is an integral part of empowering women in our society. To ensure the functioning of men and women on equal terms, reservations have been made in various aspects for women such as reservations at workplace, educational institutions, public transports, government redressals, etc.

REVIEW OF LITERATURE

- Meena Kumari Panitapu in her research paper “Women Empowerment in India (Panitapu, 2015)” found that 60 % of the world’s poorest population constitutes of women and girls.
- Purusottam Nayak & Bidisha Mahanta in their research paper “Women Empowerment in India (Mahanta, 2008)” found that rural women are more likely to come across domestic violence in their lives as compared to urban women.
- Dr. T. Rama Devi in her research paper “Gender Equality: Women Empowerment (Devi, 2017)” found that women, even after constituting to one half of India’s population are still without engagement and empowerment.
- Kavita Sethuraman in her research paper “The Role of Women’s Empowerment and Domestic Violence in Child Growth and Undernutrition in a Tribal and Rural Community in South India (Kavita Sethuraman, 2006)” found that factors like violence, lack of empowerment in women and gender inequality erodes the nutritional outcomes of young children as they grow older.
- Ester Duflo in her research paper “Women Empowerment and Economic Development (Duflo, 2011)” found that a balance between the economic development and women empowerment simultaneously can result as collateral benefits for the economy in the long run. Both men and female play a significant role in the development of the nation.

- Dr. Rashmi Rani Agnihotri H.R & Dr. Malipatil, K.S. in their research paper “A Study On Women Empowerment Schemes In India (Dr. Rashmi Rani Agnihotri H.R and Dr. Malipatil, 2017)” found that in order to empower women in a real sense, ill practices against women such as domestic violence and other patriarchal practices in the name of male chauvinism must be eliminated from the roots of the society.

OBJECTIVES OF RESEARCH

- To understand the income disparity faced by rural and urban women at workplace and family
- To know about the opinions of Women for the Reservations laid down for their Empowerment.
- To assess about the urban women favoring the implication of Pink /Gender tax.
- To assess how government initiatives are benefitting the rural women in Delhi.

RESEARCH METHODOLOGY

- **Study Area:** The study focuses on the awareness of women about various aspects and their say in their families. The lack of awareness in women, lack of education, domestic violence cases, lack of unemployment has motivated the researcher to select this area of research.
- **Data Collection:** Before commencing the process of data collection, it is important to understand what type of data is required for the purpose of the study.
- **Questionnaire Method:** The questionnaire has closed ended questions. The respondents were provided with Opinion Questions answering in Yes or No and Likert scale as a response option to choose from, with 1 representing the lowest point and 5 representing the highest point.
- **Sample Selection:** The most appropriate population from the point of view of this study was the female population. Questionnaires were circulated among females who reside in urban parts of Delhi and a door-to-door sampling was conducted in the rural parts of Delhi. The questionnaire was circulated among these women via emails and social networking platforms in the urban areas and a door-to-door sampling was conducted in rural areas.

The Rural Areas Surveyed Are:

- **West Delhi:** Mundka
- **East Delhi:** Shakarpur
- **South Delhi:** Sultan Pur
- **North Delhi:** Burari

DATA ANALYSIS

The data obtained from the questionnaire is analyzed and interpreted in four ways:

- **Descriptive Analysis:** The records of the surveys have been summarized in various tables with respect to the objectives of the research.
- **Graphical Analysis:** Here pie charts and graphs are used to represent the results of the data.

- **Regression Analysis:** A Regression test was conducted to know the significance value with the Monthly Income as a Dependent Variable and Age, Income Disparity, Source of Income, Government support initiatives, applicability of Pink Tax, Reservations as the Independent Variables.
- **Correlation Analysis:** The income disparity and monthly income were analyzed for their correlation with one another in both Rural & Urban parts of Delhi.

Descriptive Analysis

Objective 1

To Understand the Income Disparity Faced by Rural and Urban Women in Delhi

It has been noted by the Monster Salary Index that males receive a 19 % higher pay as compared to females at workplaces and income disparities often lead to economic and social weakening of the Women in their families. The records of the responses of the survey are summarized below in a comprehensive form.

Table 1: Income Disparity

Questions	Rural		Urban	
	Yes	No	Yes	No
Do you have a source of income?	144	76	112	108
Do you have a say in your family?	-	-	201	19
Are you able to read and write?	186	34	-	-

Objective 2

To Know About the Opinions of Rural & Urban Women for the Reservations Laid Down for Their Empowerment in Delhi

To ensure the functioning of men and women on equal terms, reservations have been made in various aspects for women such as reservations at workplace, educational institutions, public transports, government redressals, etc. The records of the responses of the survey are summarized below in a comprehensive form.

Table 2: Rural Responses

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Reservations are helpful to uplift the status of women in the society	24	7	22	115	52

Table 3: Urban Responses

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Reservations are helpful to uplift the status of women in the society	03	08	54	98	57

Objective 3

To Assess About the Urban Women Favoring the Implication of Pink or Gender Tax.

Gender Tax/Pink Tax was brought in the eyes of public when 12-14 % G.S.T was levied on the purchase of Sanitary Napkins for women in 2018 while the contraceptives were considered to be a necessity and remained tax-free. The records of the responses of the survey are summarized below in a comprehensive form.

Table 4: Favorability for Pink Tax

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Do you favor the applicability of pink/gender tax?	149	16	36	11	08

Objective 4**To Assess How Government Initiatives Are Benefitting The Rural Women In Delhi.**

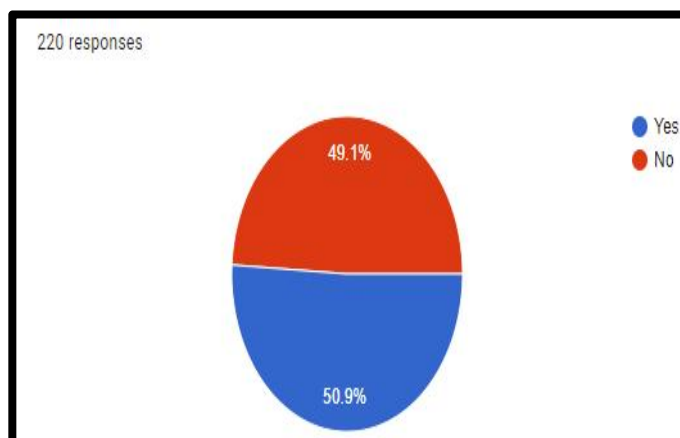
Government had taken various measures in lieu of the Empowerment of women. The researcher focused on well-known initiatives formulated and implemented by the Government to know about the benefits reaped by the Rural Women. Each respondent had access to different schemes and hence their benefits differed. The records of the responses of the survey are summarized below in a comprehensive form.

Table 5: Benefits of Government Initiatives

Beti Bachao Beti Padhao	Ladli Yojana	Mahila – E - Haat	Sakhi / One Stop Centre	Swadhar Greh	Mahila Shakti Kendra	Step	None
122	46	4	4	4	6	8	81

Graphical Analysis**Empowerment of Women (Urban) (220 Respondents)**

Source of Income: 108 women claimed that they do not have a source of income and 50.9 % women claimed that they do have a source of women.

**Figure 1: Female Source of Income in Urban Delhi.**

Say in Family: 19 females responded that they do not have a say in their families and the decision making while 201 women agreed to have a say in their family.

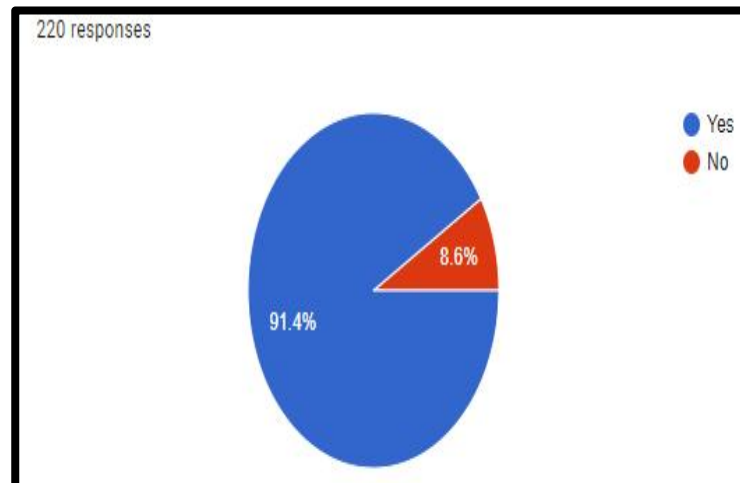


Figure 2: Female Say in Urban Family.

Favorability of Pink Tax: 201 females do not favor the implication of Pink Tax levied on the goods.

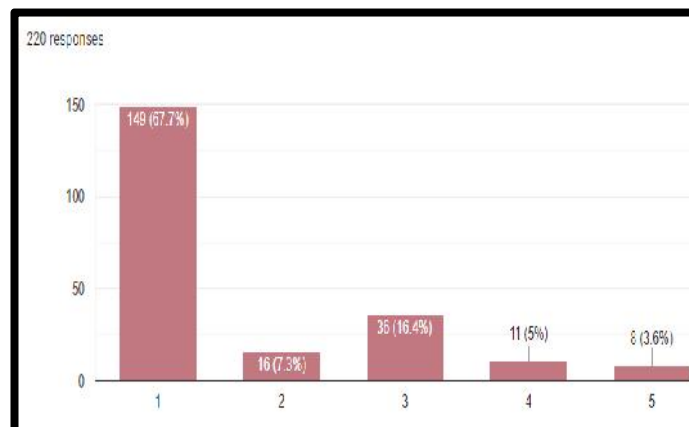


Figure 3: Favorability of Pink Tax.

Reservations: 155 women favored the reservations for women at workplaces, public transports, educational institutions, government redresses, etc.

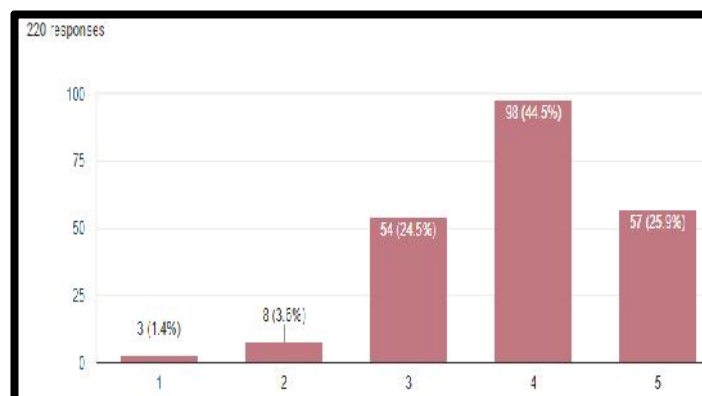


Figure 4: Women Favoring Reservations in Urban Delhi.

Empowerment of Women (Rural) (220 Respondents)

- Literacy of Women:** 34 females claimed that they were unable to read or write their names while 84.5 % of women agreed that they were able to read and write their own name.

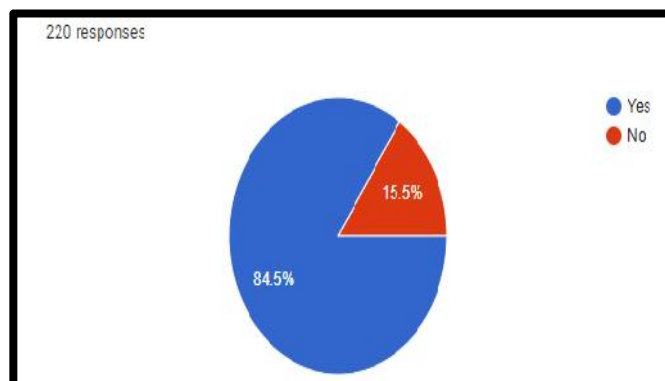


Figure 5: Female Literacy in Rural Delhi.

Source of Income

34.5 % women disagreed to have a source of income whereas 144 women claimed that they had a source of **income**.

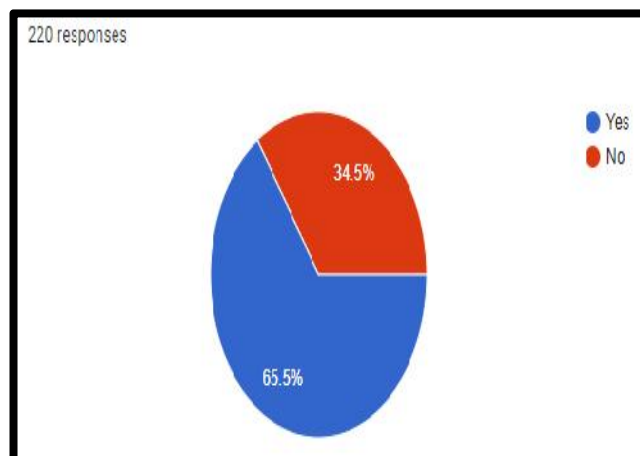


Figure 6: Female Source of Income in Urban Delhi.

Reservations: 167 women favored the reservations for women.

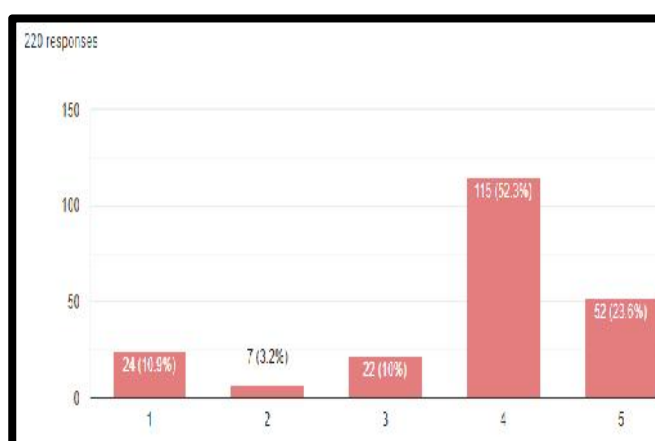


Figure 7: Women Favoring Reservations in Rural Delhi.

HYPOTHESIS

On The Basis of the Variables, the Hypothesis Defined Is

H₀: Monthly income is correlated to the other variables.

H₁: Monthly income is not correlated to the other variables.

On the basis of the hypothesis formed, an attempt was made to see how well the results obtained after the data collection process fit the model.

Regression Analysis

Empowerment of Women (Urban) (220 Respondents)

- The value of R^2 is significant at 48 %.
- The source of income is significant at 1 % or 5 %.
- The age is significant at 0.05 %.
- The gender tax is significant at 5 %.
- Overall F value is significant because $F < 0.05$.

Empowerment of Women (Rural) (220 Respondents)

- The value of R^2 is significant at 57 %.
- The source of income is significant at 1 % or 5 %.
- The age is significant at 0.05 %.
- The government initiative 'Beti Bachao Beti Padhao' & 'Ladli Yojana' is significant because the p-value < 0.05 .
- The source of income and income disparity is significant at 5 % because the values for both are less than 0.05 %.
- Overall F value is significant because $F < 0.05$.

Correlation Analysis

The correlation analysis for income disparity and monthly income of women are perfectly correlated in both Rural & Urban parts of Delhi.

E	F	G
CORRELATION (URBAN)	MONTHLY INCOME	INCOME DISPARITY (%)
MONTHLY INCOME	1	
INCOME DISPARITY (%)	0.133571653	1

E	F	G
CORRELATION (RURAL)	MONTHLY INCOME	INCOME DISPARITY (%)
MONTHLY INCOME	1	
INCOME DISPARITY (%)	-0.025503397	1

Figure 8

FINDINGS

- 186 females out of 220 respondents claim that despite residing in rural slums of Delhi, they are able to read and write their own names.
- A rise in Literacy in rural parts of Delhi leads to an increase in income by ₹ 34.
- 67.7 % females out of 220 do not favor the applicability of pink tax levied on their goods if the gender tax is eliminated, it will boost their purchasing power by ₹ 4,079.
- The government initiatives 'Beti Bachao Beti Padhao' & 'Ladli Yojana' have benefitted 83.7 % of females in Rural Delhi while 19 % of females have availed the facilities under the program 'Swadhar Greh' & 'Mahila Shakti Kendra'.

Table 6: Comparison between Urban & Rural Delhi

Parameter	Women Empowered in Urban Delhi	Women Empowered In Rural Delhi
Average Income Disparity	10 %	12.89 %
Average Monthly Income	24,498	11,295
Relationship Between Age & Monthly Income	An Increase In Female Age By 1 Year, Leads The Average Monthly Income To Rise By 258	An Increase In Female Age By 1 Year, Leads The Average Monthly Income To Rise By 32.

CONCLUSIONS

Several policies have been framed by the government specifically for women in order to enhance their status in the society but in a truer picture, these facilities are not being efficiently availed by the target group of women. This is one of the major drawbacks in the path of an empowered woman. By the same token, the women are not supported to look after themselves individually and freeing up some time for their own selves and are pictured to be more efficient to look after their families and their responsibilities. Approximately two-third women of the Rural Delhi are unaware about the government initiatives or are not availing their benefits as a citizen. The gender tax being one of the most un-dug aspects of a woman's livelihood demotes the overall development of women in the economy. The implication of such a tax hinders the overall growth of the women in the developing course of the nation. Despite the facts gathered by the various reports of the nation, the on-ground scenario depicts a miserable condition of females in the rural as well as urban areas. The educated and well-off families still believe that women are more efficient in the household chores than the individual identity of the woman. The elderly women in the rural parts are still earning smaller portions of income to behold the bread earning in the family which depicts a much worse condition than the on-records data. Over the past decades, the condition of women is better off but still lacks the availability of basic amenities to fulfill their day-to-day needs. In the other rural parts of Delhi, there persists a consistent need for women to earn for their families living so as to contribute to the household even if the male is inefficient to work. The males belonging to lower income groups or rural areas are either drug addicts or have drinking habits due to which females are the sole bread earners in the family but even then, they face the domestic violence by the intimate partners and family members. Educated women in the urban parts of Delhi still lack their say in decision making in the families and are often mentally abused in the name of patriarchy. A large portion of women are asked to quit their jobs are getting married for the sake of looking after their families. Surprisingly, in some parts of the state, the more educated a woman is, the more negligence of the society is faced by her due to the fear of being suppressed by her

constitutional rights. Though income disparity persists in greater amounts at workplaces, women face not only the domestic violence at home but also physical abuse at workplace which ultimately hinders the employment opportunities for women at organizations. The spread of government initiatives and rights of women should reach the ears of every woman and must be supported by all means. The development of each woman contributes to the overall empowerment of women of the nation. Each step taken towards the upliftment of the Females should be implied at all levels and for everyone equally so that the future generations face no Gender Gaps in our society and the development of the economy with the persistence of gender equality and efficient utilization of man power with no biasedness towards the Gender takes place.

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